

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Policy for Effecting Equal Opportunities Within San Diego County

**Policy
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Purpose

To reaffirm the Board of Supervisors commitment to ensure equal opportunity in all aspects of the County's operations.

Background

Article IX, Section 901, of the San Diego County Charter states that:

"The County shall hire, transfer, promote, compensate, discipline and dismiss individuals on the basis of job-related qualifications, merit, and equal opportunity without regard to age, color, creed, disability, national origin, political affiliation, race, religion, sex, or any other non-job-related factor."

Title VII of the Civil Rights Act of 1964 is more comprehensive in its protection of employment rights than that of the County Charter or Board of Supervisors resolution. The Civil Rights Act, as amended, prohibits discrimination against individuals on the basis of race, color, religion, national origin, or sex. The Age Discrimination in Employment Act of 1967 prohibits discrimination on the basis of age, while the Rehabilitation Act of 1973 prohibits employment discrimination against persons with disabilities. The Americans with Disabilities Act of 1990 prohibits discrimination against persons with disabilities by public and most private employers, and thereby broadens access to employment opportunities and to public transportation and facilities for persons with disabilities.

Executive Order 11246, issued September 24, 1965 and amended by Executive Order 11375, requires Federal contractors and subcontractors to establish affirmative action programs and to ensure that equal employment opportunities are provided.

Policy

It is the policy of the Board of Supervisors to comply with Federal, State and local laws effecting equal opportunity. In conformance with that policy and the Board's commitment to prohibit discrimination, it is hereby decreed that, barring any lawful or valid reasons, all individuals will have equal access to County operations and employment regardless of their race, color, religion, national origin, ancestry, physical or mental disability, medical condition, family and medical leave, marital status, sex, sexual orientation, age or veteran status.

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The Board of Supervisors ensures their commitment to fair and impartial practices throughout the County.

In order to achieve the above, San Diego County reaffirms the following:

- A. Equal employment opportunities in all personnel practices;
- B. Equal opportunities in all purchasing and procurement practices;
- C. Non-discriminatory practices in the selection, acquisition, leasing and management of County real properties and facilities;
- D. Non-discriminatory practices in product and service delivery;
- E. Equal opportunity and nondiscriminatory practices in all other County activities, policies and programs.

It is the duty and responsibility of all appointing authorities and all County employees to carry out the provisions of this policy.

Date

This policy will be reviewed for continuance by 12-31-12.

Previous Board Action

1-25-77 (122)
4-28-81 (90)
4-4-89 (51)
11-29-94 (40)
5-19-98 (28)
03-14-06 (11)

CAO Reference

1. Chief Administrative Office
2. County Counsel